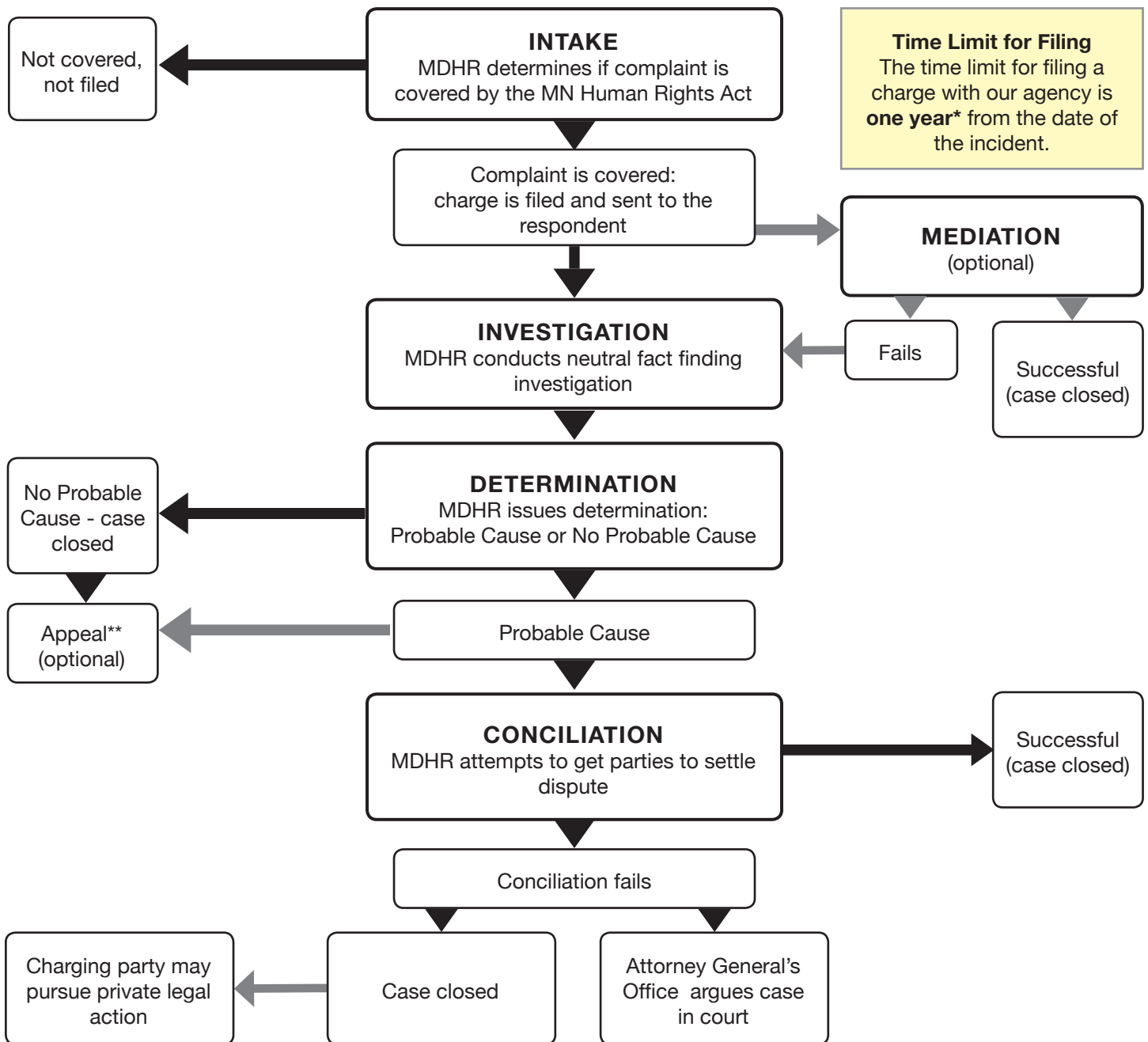


# Minnesota Department of Human Rights (MDHR)

## COMPLAINT HANDLING PROCESS



NOTE: Charging party may decide to pursue their charge in district court at any time during this process by withdrawing their charge(s); MDHR will close the case at this time.

NOTE: Representation is not required, however, either party may choose to have their attorney present at any proceedings before the department.

\* Time limit: Tolling for the one year time limit is suspended during alternative dispute resolution.

\*\* Appeals: Either party may appeal determination, if appeal is successful the case returns to investigation, otherwise the case determination is unchanged.

# **MINNESOTA DEPARTMENT OF HUMAN RIGHTS (MDHR) COMPLAINT HANDLING PROCESS - TEXT DESCRIPTION**

## **INTAKE**

MDHR determines if complaint is covered by the Minnesota Human Rights Act.

NOTE: Time Limit for Filing. The time limit for filing a charge with our agency is one year\* from the date of the incident.

If complaint not covered, there is no filing

If complaint is covered: charge is filed and sent to the respondent.

## **MEDIATION**

Mediation is optional: if mediation fails, case goes to investigation. If mediation is successful, case is closed.

## **INVESTIGATION**

MDHR conducts a neutral fact finding investigation

## **DETERMINATION**

MDHR issues determination on the charge(s): Probable Cause or No Probable Cause (appeal is optional\*\*)

No Probable Cause: case closed

Probable Cause: case goes to conciliation

## **CONCILIATION**

MDHR attempts to get parties to settle dispute.

Conciliation fails

Case closed. Charging party may pursue private legal action

Attorney General's Office argues case in court

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